

ERASMUS+ -PROJECT

Refugee Crisis:

NEW CONCEPTS, NEW IDEAS AND NEW CHANCES

MOBILITY 4:

Labor market integration and access to vocational training

An international project

between three

countries

FRANCE

GERMANY

ITALY

COLLEGE DES ECRIVAINS
COMBATTANTS

Collège St Gervais
Saint Gervais sur Mare

Gymnasium Lehrte
Lehrte/ Hanover

Istituto di Istruzione Superiore
"Giovanni Verga"
Modica



Erasmus+ “Refugee crisis”:

Mobility 4: Labor market

Goal for our next mobility

These questions are going to be answered at the end of our next mobility (including our next visit to Sicily in April 2020):

A: What are the challenges and chances newly arrived immigrants face in terms of a desired labor market integration?

B: What are the challenges and requirements private companies face when trying to hire immigrants/ refugees?

C: How can we establish an exchange of both parties to discuss solutions for a better integration on the labor market?

Task which need to be done until the first week of March

You have found different stakeholders and have thought about different questions. The next step is to get in contact with these stakeholders and have an interview with them.

Please try to find a possible date for an interview as soon as possible. It doesn't matter if you have the chance to talk with them face-to-face or via mail or phone.

Also think about the way you want to present these interviews. If you have enough time left after having finished the interviews you can also start with that presentation, even though actually creating it will be the task of the next step.

The deadline for this task is our next Erasmus+ -meeting at the beginning of March 2020. Stay in contact with us and inform us regularly at the end of weeks 7 and 9.

In a next step you will create the presentations about these stakeholders as well as general ideas about fake international stakeholders.

Good luck and have fun! ☺

Week 5 (20/01-26/01)	<i>Interviewing the stakeholders</i> - Think about a way of presenting our results - Research: Which information do you need for a good interview? (Creating the presentation)
Week 6 (27/01-02/02)	<i>Interviewing the stakeholders</i> - Think about a way of presenting our results - Research: Which information do you need for a good interview? (Creating the presentation)
Week 7 (02/02-09/02)	<i>Interviewing the stakeholders</i> - Think about a way of presenting our results - Research: Which information do you need for a good interview? (Creating the presentation)
Week 8 (10/02-16/02)	<i>Interviewing the stakeholders</i> - Think about a way of presenting our results - Research: Which information do you need for a good interview? (Creating the presentation)
Week 9 (17/02-23/02)	<i>Interviewing the stakeholders</i> - Think about a way of presenting our results - Research: Which information do you need for a good interview? (Creating the presentation)
Week 10 (24/2-01/03)	<i>Interviewing the stakeholders</i> - Think about a way of presenting our results - Research: Which information do you need for a good interview? (Creating the presentation)
Week 11 (02/03-08/03)	<i>Erasmus+ meeting:</i> Presenting the results

Erasmus+ “Refugee crisis”:

Mobility 4: Labor market

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https://docs.google.com/spreadsheets/d/1BEHQRYUF_iwUF96gC29hzrEd5HyBktsoWzfxgOaezZM/edit?usp=sharing

Task which needs to be done until the second week of January

For answering these guiding questions we will prepare different roles of stakeholders for a panel discussion in Sicily. There are six different roles:

- (Group 1) A politician:
- (Group 2) A manager of an internationally working company:
- (Group 3) A manager of a local company (medium-sized/mittelständisch):
- (Group 4) A refugee resp. a representative of an NGO/ a refugee:
- (Group 5) An employer of the job centre:
- (Group 6) A journalist (we will create this role later):

Therefore, find stakeholders in our area on the labor market that you are interested in (at least two for each role). Look for stakeholders who are already trying to integrate refugees. Also create questions for a possible interview. Use the guiding questions for a first orientation. We will prepare a questionnaire together on our next meeting of January 2020.

Please also think about the way we want to present these stakeholders. Use the google sheet you can find by using the QR-Code or by using the link. Please add some questions as well as your results of your group work. Present the stakeholder you have found by reporting about the person/ company and their concepts/ ideas of integration.

The deadline for this task is our next Erasmus+ -meeting in the second week in January 2020.

In a next step you will contact these stakeholders to create realistic characters.

Please add some possible questions in general that you want to ask the different stakeholders. If you have some specific questions just for one stakeholder, also add them and note the stakeholder or mark it in its allocated color.

Possible questions:

Why is it so important to help refugees in the labor market?

How are you trying to help refugees in the labor market?

What is the biggest problem with which refugees are confronted?

Why did you start to help refugees or engage refugees?

What were the biggest problems you were confronted with?

What are the biggest benefits from employing/helping refugees?

Do you see the refugees as a chance to compensate the Fachkräftemangel?

Do you think the negative connoted media has a negative impact on the chance to find a work place?

Do you think that the willingness to employ refugees has changed since 2015?

What is the most important thing that needs to be changed in future?

And how do you think it could be changed?

Do you think there is not enough help for refugees in the labor market?

How can we as citizens help the refugees in the labor market?

Do you treat older refugees differently than the ones who made their degree in Germany?

How are you trying to create attention towards to refugee and guarantee that your program is used?

Do you think that some refugees are treated differently than others?

Do you think it helps to integrate refugees in the society if they have a job?

Are there negative sides in employing refugees?

Do you think the german integration politic makes it harder for refugees to find a job?

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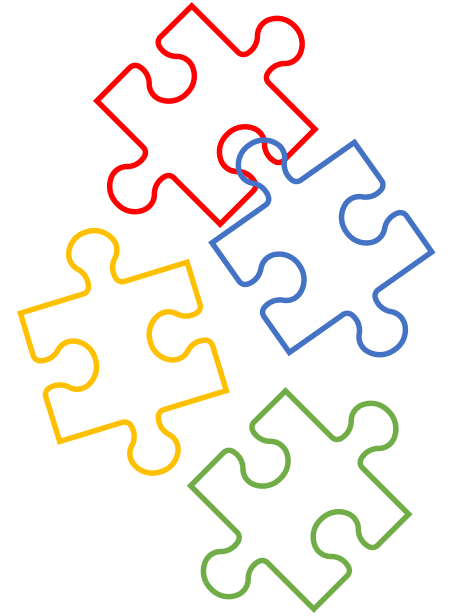
Refugee Crisis: New Ideas, New Concepts, New Changes

**Labor market integration and access to
vocational training**

Welcome!

I have never ever.....

1. ... eaten a pizza.
2. ... forgotten my homework.
3. ... colored my hair.
4. ... put on two different socks.
5. ... lost a bet.
6. ... sang karaoke.
7. ... broken a bone.
8. ... been on a boat.



*Please cover your
camera, if you never
ever had done...*

Schedule for the week

time	Monday, 8/2	Tuesday, 9/2	Wednesday, 10/2	Thursday, 11/2	Friday, 12/2
3pm-3.10pm	Welcome meeting	Welcome meeting	<i>National working day/ day off</i>	Welcome meeting	Welcome meeting
3.10-4.00pm	Presentations of the countries	Working phases in international groups		Interview with the experts from the German job center	Test-round of the mock debate
4.00-4.30pm	Working phases in international groups	Working phases in international groups			Reflection and wrap-up of your role cards
4.30-5.00pm	Working phases in international groups	Working phases in international groups		Working phases in international groups	Recording of the mock debate

Three tasks during the week

- **Task #1:** Preparation of the interviews with the experts from the job center

You find the Questionnaire online: Please reorganize and revise the questions and prepare yourselves for the interviews.

- **Task #2:** "A comparison of the European labor market and vocational training systems" → you need this information for the simulation game

- **Task #3: working on your roles for the mock debate**





The Mock Debate on Friday, 12/2

The Setting:

- trilateral project to improve the integration of refugees on the labor market
- delegations with different experts of the three countries meet in an online conference → decide about a common integration project for the labor market
- every delegation has different ideas, how the integration of refugees can be succeeded on the labor market
- to convince the other experts of your own idea every delegation gives a passionate speech at the beginning of the meeting



The Mock Debate on Friday, 12/2



Step 1:

- information about the national labor market and policy/ status of integration in your country

Step 2:

- create the main position of your delegation as well as a project idea

Step 3:

- create concrete roles/ members of your delegation

For creating your delegation, the results of the other two tasks can help!



The Interview:

- The interview will be a mix between German and English – but all of us must work together!
- for the interviews (in international groups):
 - Revise the questions with your new information from the presentations.
 - prioritize the questions → the French team is responsible for this
 - decide on speakers
- take notes during the interviews
- **Summarize the important aspects and results of the interviews. Decide in your group if you want to design a prezi presentation, an information paper or an explanation video.**

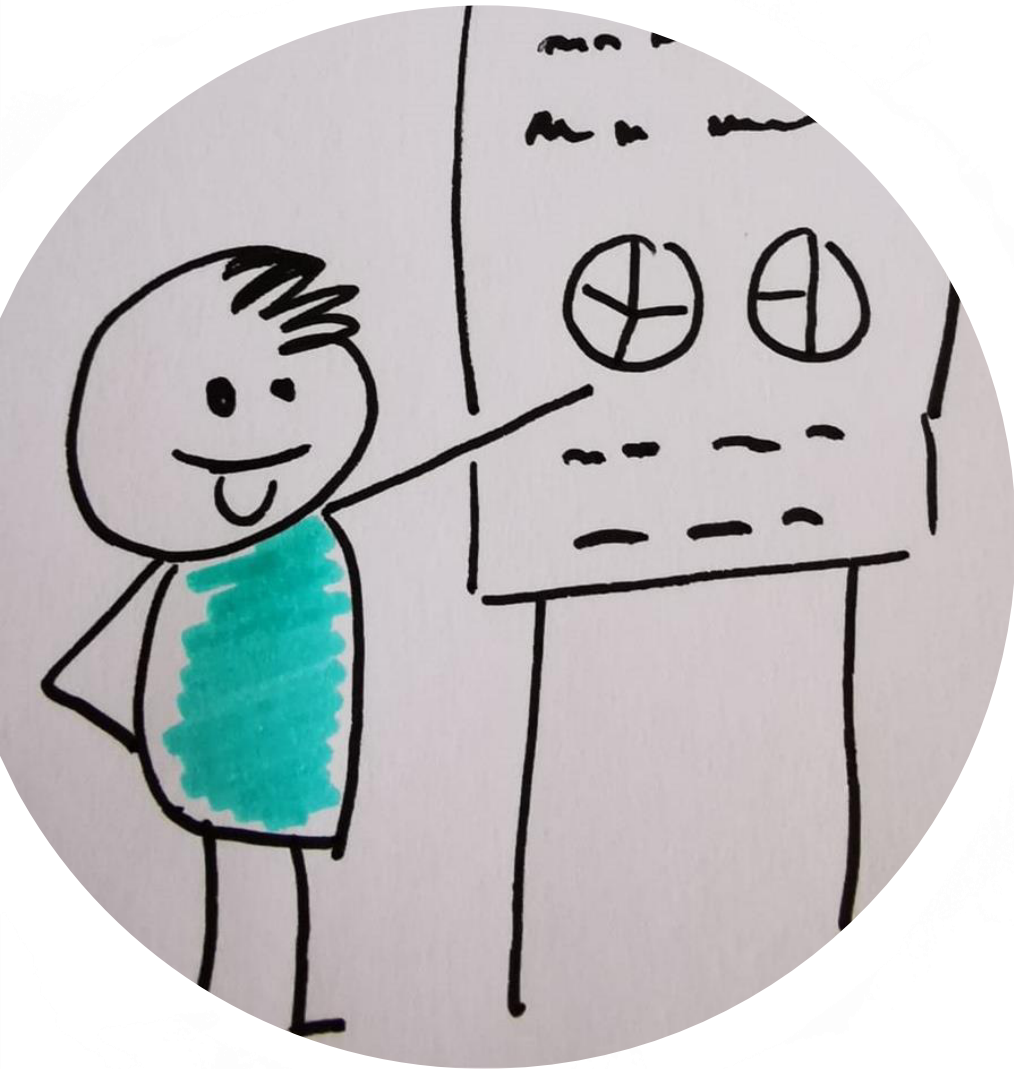
A comparison of the European vocational training systems



- For preparation of your role as members of a French/ German/ Italian delegation try to answer the following questions in general:
 1. What do you know about the political view of your country about refugees and their integration?
 2. How is the current status on the labor market in your country a) in general, and b) for refugees?
 3. Which problems as well as chances have arisen?
 4. Are there also some changes on the labor market during the refugee crisis?

Work together in international groups and create an information paper.

Monday, 08/02



Presentation of the
national working phase

Monday, 08/02



Working phase

You are working in one fixed group for the rest of the week.

- a) preparation of the interview with the experts from the job center



- b) a comparison of the European vocational training systems



Labor market integration and access to vocational training

Tuesday, 09/2

Tuesday, 09/02



Working phase

- a) preparation of the interview with the experts from the german job center
- b) a comparison of the European vocational training systems

c) create your delegation for the mock debate

- FRENCH Delegation
- GERMAN Delegation
- ITALIAN Delegation



Refugee Crisis: New Ideas, New Concepts, New Changes

**Labor market integration and access to
vocational training**

Thursday, 11/2



Thursday, 11/02



The interview



Thursday, 11/02

a) after the interview: Summarize the important aspects and information



b) create your delegation for the mock debate



Working phase





Refugee Crisis: New Ideas, New Concepts, New Changes

**Labor market integration and access to
vocational training**

Friday, 12/2



Friday, 12/02

Please, get dressed in appropriate clothing for the simulation game. The French delegation in blue, the German delegation in red and the Italian one in green. Write your role name on a name tag.

The Mock Debate

The Mock Debate



Welcome of the chairwoman and chairman (teachers) detailed description/ presentation of the main idea of the cooperation between the three countries	(ca. 5 min.)
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Delegations' meeting 1 last arrangements about the own project idea and position designate of the speaker	(ca. 10 min.)
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Plenary meeting 1 speech of the different delegations, discussion and demands	(ca. 20 min.) (5 min. per speech)
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Delegations' meeting 2 Experts of every delegation meet in small groups to discuss concrete ideas and measures for the project.	(ca. 10 min.)
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Plenary meeting 2 discussion and voting of the project ideas end of the session	(ca. 15 min.)
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Friday, 12/02



Quick Debriefing of the Mock Debate |

What went well?

What could have been done better?

What type of information was missing?
etc...

Friday, 12/02



**Finish all your work of the
week**

Working phase



Refugee Crisis:
New Ideas, New
Concepts, New Changes

**Labor market integration and access to
vocational training**

Thank you!

A comparison of the European local market and vocational training system

As a preparation of your role as members of a French/ German/ Italian delegation try to answer the following questions in general:

1. What do you know about the political view of your country about refugees and their integration?
2. What is the current status on the labor market in your country
 - a) in general?
 - b) for refugees?
3. Which problems as well as chances have arisen?
4. Are there also some changes on the labor market during the refugee crisis?

Work in international groups together and create an information paper.



Please find below the questions to ask during the interview.

Some of you will be in charge of asking questions while others will take notes of the answers given by today's speakers (check your names).

THOSE ARE NOTES: make them short and simple, we don't need a full transcript as the interview is recorded

	QUESTIONS	INTERVIEWER	ANSWERS	SCRIBES
	Short introduction of our project, acknowledgements to our speakers	Moritz/ Tom		
1	What type of studies did you undertake prior to your job?	Rafaela/ Anna-Maria	- studied social management	Camille (+Max)
2	Which experiences with the refugees have impacted your career?	Melisa	- refugees are very willing to learn and find a job in the labour market - they are very hardworking	Gustavo
3	What language do you mainly speak with refugees? How do you get in touch with them?	Esteban	- language: mainly german, but there are interpreter to translate and help in the dialogue when there are people who do not speak german - they come voluntary to get an advice for a job (interview)	Chiara
4	Are refugees willing to be helped?	Carla	- he's happy to receive help - interesting in getting advice	Ben (+Max)
5	What remains to be done to help refugees? Do you usually succeed in finding jobs for them?	Laura	- Since they aren't helping the refugees to find a job but instead they provide support during or organize further educational projects - They also provide language support and accompany the refugees - also companies sometimes provide their own company "godfathers/-mothers"	Oskar

6	Are demands from refugees as well as their social background considered during the job search?	Felix	<ul style="list-style-type: none"> - yes they are respected and considered, try their best to fulfill their wishes - difference between the talk about career counseling(refugees decide what they want to talk about) and searching for a job (first looked what is needed on the labor market) 	Anna-Maria
7	What is common among refugees who come to Europe in the experiences they share with you?	Isabel	<ul style="list-style-type: none"> - the experiences are very different and are not comparable to each other - difficult to see similarities and differences because there are not so much conversations with refugees 	Sara (+Max)
8	How old are the refugees you try to help usually?	Oskar	<ul style="list-style-type: none"> • Usually, below 25 • The youngest are about 14 (discuss their future school route) • Even young people that already have a degree 	Felix
9	Do you or companies have specific programs designed for refugees?	Henriette	<ul style="list-style-type: none"> - german language courses on different levels for people with a migration background (not only for refugees, also european people coming to germany) - long-term placement (EQ) before the apprenticeship - sponsorship program especially for refugees in the companies 	Jeanne (+Max)
10	Which kind of companies are more willing to offer a job to refugees?	Noann	<ul style="list-style-type: none"> - large companies employ refugees because they have international relation (e.g. VW) - also a lot of small (family-sized) companies concerning crafts need people 	Charlotta

			and offer apprenticeships for refugees	
1 1 .	Is the German job market designed for refugees?	Marzia	<ul style="list-style-type: none"> - the german labour market tries its best - the biggest lack are the german speaking skills - differences in cultures (culture clash) 	Ilaria-Maria
	Are applications from refugees rejected more frequently than those from German counterparts?		<ul style="list-style-type: none"> - depends on their qualification , speaking skills (there is no single answer) - many companies are impressed by the knowledge of refugees - some companies prefer refugees, because they have a better multicultural competence (e.g. speak several languages-> sometimes even needed for studying.) 	
	Can refugees hope for the same career chances that Germans have?		<ul style="list-style-type: none"> - yes, they have the same chances as long as they have the needed qualification -depends on personality-> if you're willing to educate yourself further, work ethic... 	
	Do you have a defined process at the "Arbeitsamt" (job center) that is common for everybody or do they differ for refugees?		<ul style="list-style-type: none"> - counselling universally the same - consider the special backgrounds of everyone (individualized) - reporting procedure is standardized 	

	Closing statement	Shaïna		

You'll find all the other questions down below



**Questionnaire/ Fragebogen für die Interviews mit Frau XXX, Expertin des
Arbeitsamtes**

Tasks before the interviews:

1. Revise the questions with your new information.
2. Can you think of more questions to compare them with the other countries?
3. Which questions do you want to ask? Which ones are less important?
4. Decide on a ranking of questions and speakers.

Tasks after the interviews:

5. Integrate the important aspects and results of the interviews. Decide in your group if you want to design a prezi presentation, an information paper or an explanation video.

Fragen auf Deutsch	Questions in English
Persönliche Fragen an Ihren Werdegang	Questions about your personal career
<ol style="list-style-type: none"> 1. Welche Ausbildung haben Sie für Ihren Job absolviert? 2. Welche Aspekte Ihres Jobs mögen Sie am meisten? 3. Hat Ihnen das Umfeld ihrer Universität/Schule, die Sie besucht haben, gefallen? 4. Wieso haben Sie sich für diesen Werdegang entschieden? 5. Nach dem Abschluss, waren Sie mit den Jobangeboten, die sich Ihnen boten, zufrieden? 6. Was hat Sie dazu bewegt, geflüchtete Menschen zu helfen? 7. Welche Erfahrungen mit geflüchteten Menschen zeichnen Ihren Werdegang aus? 8. Was sind Ihre Ziele für die nächsten 5 Jahre? 	<ol style="list-style-type: none"> 1. What type of studies did you undertake prior to your job? 2. Which aspects of your job do you like the most? 3. Did you enjoy the environment of the university/school you attended? 4. What made you choose this career? 5. After graduating, were you satisfied with the job opportunities you had? 6. What made you decide to help refugees? <ol style="list-style-type: none"> a. Which experiences with the refugees have impacted your career? 7. What are your goals for the next 5 years?
Fragen zu Ihrer persönlichen Arbeit mit geflüchteten Menschen	Questions about your personal work experience with refugees

<ol style="list-style-type: none"> 1. Wie kommen Sie in den Kontakt mit den Flüchtlingen? <ol style="list-style-type: none"> 1.1 Ist der Kontakt freiwillig von Seiten der Flüchtlinge? 2. Was kann immer noch getan werden, um geflüchtete Personen zu helfen? 3. Wie fühlt es sich an, Geflüchteten zu helfen? 4. Welche Aktivitäten organisieren Sie für sie? 5. Inwiefern hat sich Ihre politische Arbeit mit geflüchteten Menschen während der Covid-Pandemie verändert? 6. Wann haben Sie verstanden, dass es wichtig ist geflüchteten Menschen zu helfen? Und wieso? 7. Glauben Sie, dass jeder etwas in der Flüchtlingskrise tun kann? Und wie? 8. Sind Sie gewöhnlich erfolgreich, einen Arbeitsplatz an Flüchtlinge zu vermitteln? 9. Glauben Sie, dass sich die Bedingungen der Geflüchteten, wenn sie nach Europa kommen, sich zukünftig ändert? 10. Hat sich, Ihrer Meinung nach, die Lage europäischer Geflüchteter im Vergleich zu der Vergangenheit verändert? 	<ol style="list-style-type: none"> 1. How do you get in touch with the refugees? <ol style="list-style-type: none"> 1.1 Are refugees willing to be helped? 2. What remains to be done to help refugees? 3. How does it feel to help refugees? 4. What activities do you organise for refugees? 5. How has your political work with refugees changed since Covid-19? 6. When did you realise that helping refugees is important? And why? 7. Do you think that everybody can do something for the refugees crisis? And how? 8. Do you usually succeed in finding jobs for refugees? 9. Do you think that the conditions of refugees coming to Europe can be changed in the future? 10. In your opinion, has the situation of European refugees changed in comparison to the past?
<p>Allgemeines zur Situation der geflüchteten Personen</p>	
<ol style="list-style-type: none"> 1. Was erzählen Ihnen die Menschen, die nach Europa kommen? 2. Wieso kommen sie her? 3. Was erwarten Sie von der europäischen Gesellschaft? 	<ol style="list-style-type: none"> 1. What do the people who come to Europe tell you? 2. Why do they come here? 3. What do they expect from the European society? 4. How old are usually the refugees you try to help?

4. Wie alt sind gewöhnlich die Flüchtlinge, denen Sie helfen?	
Qualifikationen der geflüchteten Personen	Refugee's qualification
1. Werden die Schulabschlüsse und die Berufsausbildung der Flüchtlinge anerkannt? 2. Welche Optionen und Berufsmöglichkeiten haben die Flüchtlinge, wenn ihr Schulabschluss und die Berufsausbildung nicht anerkannt werden? 3. Müssen die Flüchtlinge bestimmte Anforderungen erfüllen?	1. Are qualifications and transcripts of records of refugees recognised by the state and the companies? 2. What options and career opportunities do the refugees have when their qualifications are not recognised? 3. Do you have certain requirements the refugees need to meet?
Integrationsmöglichkeiten auf dem Markt	Possibilities of integration on the labor market
1. Wie gut finden Sie die Integration geflüchteter Menschen im Beruf? Was muss ggf. geändert werden? 2. Ist es für Flüchtlinge schwieriger in den Unternehmen integriert zu werden? 3.	1. What do you think about the integration of refugees in their professions? What needs to be changed? 2. Is it harder for refugees to be integrated in companies?

<p>3. Ist der Arbeitsmarkt auch für Flüchtlinge ausgelegt?</p> <p>4. Haben Sie oder die Unternehmen bestimmte Konzepte und Programme, die auf Flüchtlinge ausgelegt sind?</p> <p>5. Bieten eher große oder kleine Unternehmen Jobs für Flüchtlinge an?</p> <p>6. Was ist der häufigste Grund, weswegen die Integration von Geflüchteten in den Arbeitsmarkt scheitert oder schleppend verläuft?</p> <p style="padding-left: 40px;">4.1 Sind Sprachkenntnisse die größte Barriere?</p> <p>7. Werden geflüchtete Personen im Arbeitsmarkt gleichberechtigt behandelt, oder gibt es dahingehend Probleme wie z.B. Diskriminierung bei der Arbeitswahl/ Bewerbungen/ Ausbildung</p> <p style="padding-left: 40px;">5.1 Werden Bewerbungen von geflüchteten häufiger abgelehnt als von deutschen Bürgern?</p> <p style="padding-left: 40px;">5.2 Können geflüchtete Bewerber auf dieselben Karrierechancen hoffen wie deutsche Bürger?</p>	<p>1. Is the job market also designed for refugees?</p> <p>2. Do you or the companies have specific concepts and programs designed for refugees?</p> <p>3. Which kind of companies are more willing to offer a job to refugees?</p> <p>4. reason that leads to refugees not being integrated well enough or at all in the current job market?</p> <p style="padding-left: 40px;">4.1 Could language be the main reason?</p> <p>5. Are refugees being treated equally in today's job market compared to their German counterparts or are there issues e.g. intolerance, discrimination</p> <p style="padding-left: 40px;">5.1 Are applications from refugees rejected more frequently than those from German counterparts</p> <p style="padding-left: 40px;">5.2 Can refugees hope for the same career chances that Germans have?</p>
<p>Vorgehen im Arbeitsamt</p>	<p>working process in the job center</p>

<ol style="list-style-type: none">1. Werden auf Wünsche und den sozialen Hintergrund der Flüchtlinge Rücksicht genommen?2. Haben Sie allgemein eine feste Abfolge beim Arbeitsamt oder unterscheidet sich diese bei einem Geflüchteten?3. Welche Sprache sprechen Sie meistens mit den Betroffenen?	<ol style="list-style-type: none">1. Are wishes from refugees as well as their social backgrounds considered during the job search?2. Do you have a defined process at the "Arbeitsamt" (job center) that is common for everybody or do they differ for refugees?3. What language do you mainly speak with refugees?